

PLANNING GUIDANCE FOR PROGRAM YEAR 2008
WAGNER-PEYSER ACT
AGRICULTURAL SERVICES SUBMISSION

I. Summary of Submission Requirements

Included are activities planned for providing services to the agricultural community, including agricultural employers and Migrant Seasonal Farm Workers (MSFW), as described in 20 CFR 653.107, the Workforce Investment Act (WIA) Title I final regulations, the WIA/W-P Act Planning Guidance, the Unified Planning Guidance, and applicable WIA Workforce Development regulations.

II. Assessment of Need

- A. A review of the previous year's agricultural activity in the state.
- B. A review of the previous year's MSFW activity in the state.
- C. Projected level of agricultural activity expected in the state in the coming year.
- D. The projected number of statewide MSFWs for the coming year.

III. Outreach Activities

- A. Assessment of Available Resources
- B. Numerical Goals
- C. Proposed Outreach Activities

IV. Wagner-Peyser Act Services Provided to MSFWs through the One-Stop Delivery System

- A. Planning Data for the Upcoming year.
- B. Significant MSFW Career Center Affirmative Action Plan.

V. Services Provided to Agricultural Employers through the One-Stop Delivery System.

- A. Data Analysis

**PLANNING GUIDANCE FOR PROGRAM YEAR
2008 WAGNER-PEYSER
AGRICULTURAL SERVICES PLAN**

II. Assessment of Need. Under 20 CFR 653.107 (c) a plan must include an assessment of need. This assessment must take into account data supplied by WIA Section 167 grantees, MSFW organizations, employer organizations, federal/state agencies, Migrant Education Agency, etc. This assessment of need should include:

A. A review of the previous year's agricultural activity in the state.

1. Identify each major labor intensive crop activity in the previous year, indicating the geographic areas of prime activity and the months of heavy activity.

2007 Crop Information:

Top crop items in Missouri are row crops, orchards, cotton, rice, melons, grapes, and miscellaneous vegetable crops. The largest agricultural area in Missouri is the Bootheel region, while orchards and vineyards are spread throughout the state.

Agricultural Summary (Current Conditions as of 5/19/2008)

Weeks of wet weather in Missouri continue to limit spring planting. The south-central part of Missouri experienced well below normal temperatures that resulted in frost in low lying areas. Warmer weather is urgently needed to improve growing conditions. Some reporters in the central part of the State noted that the planted corn is suffering from cool temperatures. The severe weather destroyed some corn and strawberries in Newton County, and some livestock were lost along with dairy barns and poultry buildings.

Spring tillage: As of May 23, the status is 42 percent complete and is over a month behind both last year and normal.

Topsoil moisture: 47 percent adequate and 53 percent surplus. There were 2.5 days suitable for fieldwork statewide, while the southeast region experienced their best week of the year with 4.2 days suitable.

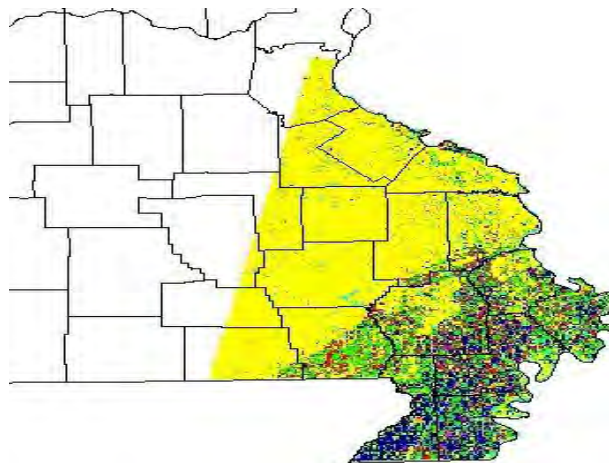
Field Crops Report: Thirty-four percent of intended **corn** acres are planted, over two weeks behind last year and nearly four weeks behind normal. Growers were able to plant a fraction of their corn acres, as drier fields are needed before the majority of the corn can be planted. Corn emergence is at 15 percent, 14 days behind last year and 22 days behind normal. **Soybean** planting advanced 3 percentage points over last week (week of 5/12/08) to 5 percent complete, 8 days behind last year and 14

days behind normal. **Rice** planting is 69 percent complete, 5 days behind last year and 7 days behind normal, while emergence is at 25 percent complete, 9 days behind last year and 11 days behind normal. **Cotton** planting continued its rapid advance to 53 percent complete, 6 days behind last year and 3 days behind normal. **Sorghum** planting is 11 percent complete, about a week behind last year and more than two weeks behind normal. **Winter wheat** condition for the State is rated 5 percent very poor, 10 percent poor, 38 percent fair, 43 percent good, and 4 percent excellent, virtually unchanged from last week. Thirty-four percent of the winter wheat crop has headed, a week behind last year and 9 days behind normal. Progress jumped 48 points in the Bootheel from last week to 77 percent complete. The first cutting of **alfalfa** is 3 percent harvested, more than two weeks behind last year and 9 days behind normal.

Pasture & Livestock: Pasture condition is rated 1 percent very poor, 9 percent poor, 35 percent fair, 49 percent good, and 6 percent excellent. Pasture growth has been slowed by the cool, wet weather.

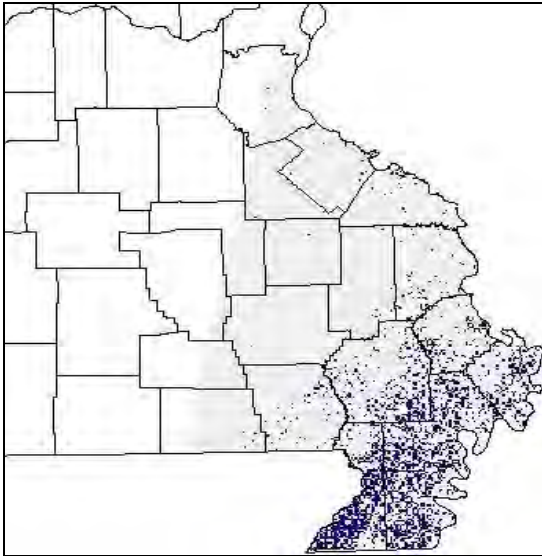
Weather Summary: Temperatures averaged 1 to 5 degrees below normal for the week. The state averaged 2.02 inches of rainfall, ranging from 0.80 inches in the southeast district to 3.27 inches in the southwest.

All Crops
Missouri Bootheel Region



Cotton and Rice: The peak harvest for cotton and rice in the Bootheel is from mid September – October 30, extending into November depending on planting dates. Cotton planting stands at 19 percent complete, 7 days behind last year and 8 days behind normal.

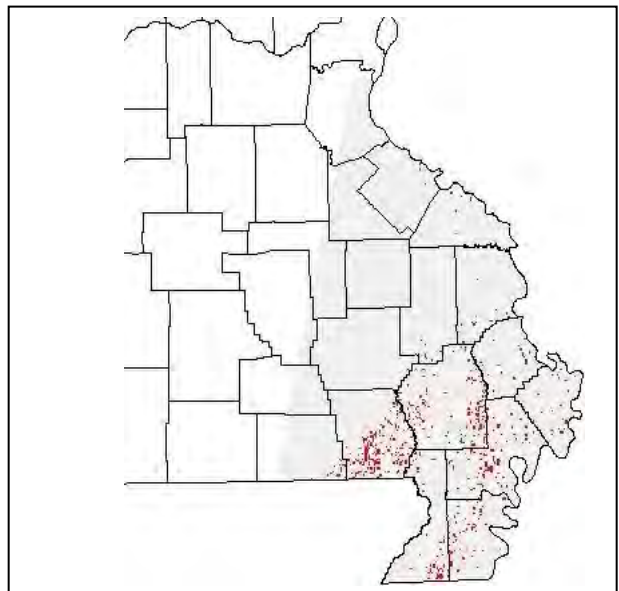
Cotton



Missouri ranks 12th in the nation in cotton producing, with 2.5% of total U.S. production concentrated in a seven county region in the Bootheel region. The three major cotton producing counties include Dunklin, New Madrid, and Pemiscot. The number of cotton producers is estimated at 3,000. There are 600 acres of organic cotton planted in Missouri.

Rice

Approximately 180,000 acres of rice is planted in Missouri each year. **Eighty one percent of Missouri's rice acreage is** located in two counties, Butler and Stoddard. Butler has produced over half of the rice grown in Missouri for the past two decades. Stoddard County grows **almost a third of Missouri's rice.** New Madrid, Pemiscot, and Dunklin counties have been expanding their rice acreage the most rapidly. Ripley County has planted up to 4,000 acres for years. Minor acreages of rice have been planted in Mississippi, Scott, Bollinger, and Cape Girardeau counties. Missouri ranks #4 in the nation in rice production. **Rice** emergence is at 4 percent complete, 12 days behind last year and 14 days behind normal.



Tobacco: Production occurs in Western Missouri and is harvested from August to September. Approximately, 1,600 acres of air-cured light burley tobacco was grown in 2007¹. Tobacco is grown in Boone, Buchanan, Chariton, Clinton, Howard, and Platte counties. Tobacco farms make up a small percentage of all farms in Boone, Chariton, and Clinton counties, accounting for less than 5% of all farms (numbering less than 50 per county). Tobacco farms in Buchanan and Howard counties account for 14.2% (119 farms) and 13.5% (96 farms) of all farms, respectively. Platte County has the largest percentage of tobacco farms, accounting for 23.2% of all farms; and numbering 166 farms in 1997.

Grapes: Grape and wine production in Missouri dates back to the mid-1800's with wine production currently accounting for most of the grape crop utilization. Grape acreage is reported to be more than 1200 acres.

Missouri's wine industry is having great success, with state winemakers winning top honors for their products and sales of Missouri-made wines on the rise.

Missouri's sun-drenched rolling hills and long growing season are perfect for realizing the full potential of grapes like the Norton/Cynthiana, which is the official state grape. ²

Locations: A large concentration of the state's commercial winemaking takes place alongside or in close proximity to the Missouri River, and roads that run along the river, like State Highways 94 or 100, are known as "Wine Trails."³

More than 50 wineries operate in Missouri.

It is estimated that approximately 400 workers work in Missouri vineyards.⁴

Peaches: Peach production in Missouri occurs primarily in three regions: southeast, southwest, and north-central Missouri. The most concentrated acreage of peach production occurs in southeast Missouri in the Bootheel region along Crowley's Ridge. Crowley's Ridge stretches from southeastern Missouri to the Mississippi River near Helena, Arkansas. One thousand acres **of peaches are grown on Crowley's Ridge. During the winter months, this** farm employs six workers and increases to 105 workers during the picking and packing season which runs from July 1 – September 1.

Other growers in southeast Missouri have considerably smaller operations. However, at greater than 50 acres these are still larger than most of the

¹ Missouri Department of Agriculture

² Missouri Targeted Industry Clusters, May 2007, Missouri Economic Research and Information Center (MERIC)

³ Missouri Targeted Industry Clusters, May 2007, MERIC

⁴ Submitted by United Migrant Opportunity Services (UMOS) (email dated 5/7/08)

peach orchards found elsewhere in the state, which average about 15 to 30 acres. The peach operations located in southwest and north-central Missouri are coupled with production of other fruit, primarily apple.

In north Missouri, two areas of production exist, one in the north-central part of the state along the Missouri River from Carrollton then west to Kansas City and north to St. Joseph. Another area of production is located around the Springfield area.

Missouri orchards and vineyards were affected by a statewide killing frost in the spring of 2007. A reduction in production affected approximately 800 workers statewide.

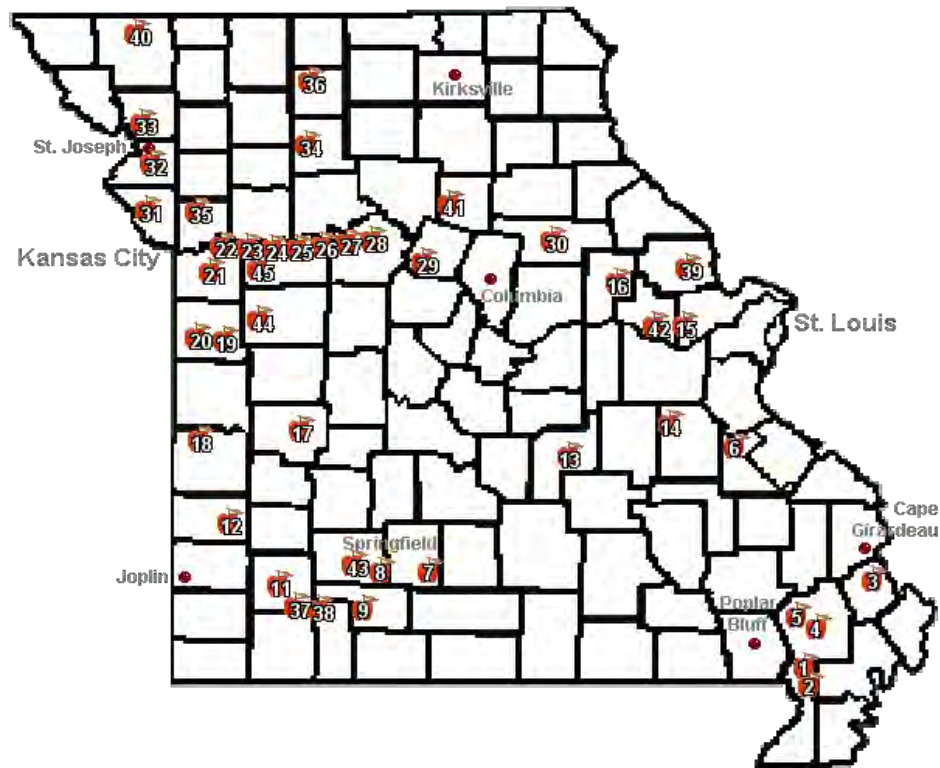
Potato: Potato production in Missouri occurs primarily in two regions: southeast and northwest Missouri. The most concentrated acreage of potato production occurs in southeast Missouri in the Bootheel region. There are ten commercial potato growers in Missouri. Average production acreage is 609 acres. In 2007, the smallest grower produced 40 acres of fresh market potatoes which yielded 110 hundredweight per acre, whereas the largest grower produced 1,850 acres of chippers, which yielded 260 hundredweight per acre. There are approximately 6,600 acres of potatoes grown in 2007, down from 7,800 acres planted in the prior year.

Apples: Apples are grown throughout the state. **Missouri's Jonathan harvest** starts about the first of September and is the leading variety grown in Missouri. Jonathan apples have been grown in Missouri for over 150 years⁵. Red Delicious apple harvest usually follows shortly after and Golden Delicious apples are picked toward the end of September. Missouri has about 3,000 acres of bearing apple trees that produce an annual crop of 1 million bushels of apples located at 43 farms statewide.

The United Migrant Opportunity Services (UMOS) organization (Missouri's 167 grantee) reports that in 2007, the spring freeze took 75% of the crop in the Waverly / Lexington area resulting in a loss of about 300 of 400 orchard worker jobs⁶.

⁵ AgEBB, University of Missouri

⁶ Submitted by UMOS (email dated 5/7/08)



Watermelons: Watermelons are grown on approximately 5,100 acres in the Bootheel region.

In addition to these crops, the following **vegetable crops** are also grown in Missouri:

Cucumbers:	8,954 acres;
Potatoes:	6,600 acres;
Snap beans:	4,907 acres;
Southern Peas:	4,497 acres;
Pumpkins:	4,497 acres;
Sweet Corn:	1,371 acres; and
Cantaloupe:	946 acres.

Miscellaneous crops: These crops include lima beans and summer squash grown on 200-300 acres statewide; and tomatoes, cabbage, winter squash, and gourds grown on 100-200 acres statewide. Other major vegetable crops comprised 23,400 acres.

2. Identify agricultural employers who placed job orders with the One-Stop Career Center/Labor Exchange offices, the number of workers requested, and the number of workers referred and hired. Make an assessment of how the agricultural system fits into the “demand driven” philosophy.

Agribusiness is one of the eight industries clusters targeted by the Department of Economic Development (DED). An industry cluster is a group of businesses linked by core products or services. These businesses may have common supply chains, labor needs, technologies and markets. This creates a strong economic interdependence.

The agribusiness cluster is comprised of industries supporting farm production (animal and crop), farm-related industries, and indirect agribusiness. Farming and supporting industries which provide input, processing, management, and marketing comprise the core elements of this cluster.

DED identifies eight "Industry Clusters" for targeting. By targeting industries using a common definition, a framework is created allowing multiple agencies, organizations, and policy makers to work together using unified concepts. With a consistent cluster definition, information can be provided on regional concentrations, staffing patterns, employers, and leading firms. Issues can then be addressed in a coordinated fashion for strengthening target industries with regards to skills, education, recruitment, and incentives.⁷

Approximately 283 agricultural job orders were placed in Program Year (PY) 2007 by Missouri growers at the Missouri Career Centers (MCC) statewide. Job Openings totaled over 3,000 positions. Accurate data is not available on the number of workers hired/referred to these job orders. Many of the job orders originate from the temporary staffing agencies that use the MCC's labor exchange system to fill their job orders.

3. Identify non-agricultural employers who placed job orders with entry level experience and education requirements, the number of workers requested, and the number of workers referred/hired through the One-Stop Career Center/Labor Exchange Offices.

In PY 2007, approximately 43,127 employers placed job orders with the MCC's statewide resulting in 381,850 openings. Accurate data is not available on entry level job opportunities and the number of workers hired/referred.

DWD is confident that the Toolbox2 case management system will enhance program reporting requirements.

B. A review of the previous year's MSFW activity in the State.

1. Provide an estimate of the agricultural labor employed in each of the crops identified in item II.A. Estimate the number of MSFWs

⁷ Missouri Targeted Industry Clusters, May 2007, MERIC

involved in each crop, and indicate crop areas that experienced labor shortages.

- Tobacco crops employ approximately 200 workers statewide;
- Vineyards employ approximately 400 workers statewide, many of whom are H-2A workers;
- Orchards employ well over 1000 workers statewide;
- Cotton producers employ well over 1200 workers (approximately) in the Bootheel region;
- Watermelon growers employ approximately 3,000 workers;
- Cucumber growers employ 45-65 workers;
- Nut growers employ approximately 350 workers;
- Potato growers employ approximately 40 workers; and
- Nurseries employ approximately 1000 workers.⁸

Specific labor data for the rest of the crops is unknown.

Except in the Southeast region of Missouri, most agricultural employers state a shortage of qualified workers, or at a minimum, a huge turnover of workers in all crops.

2. Provide data on the number of agricultural employers in the State, the number of acres dedicated to farming, the number of workers utilized during the previous year and the projected need for the PY 2007. If the State anticipates a shortage of workers, what resources are available to help employers?

Missouri has over 30,100,000 acres in farms. Agriculture is Missouri's number one industry and the largest employer. The average farm size is 287 acres, with the number of farms reportedly 105,000 which ranks Missouri second in the nation in the number of farms. Missouri comprises 5% of U.S. farms and 7% of all U.S. cattle operations.⁹

Missouri Agriculture is a major industry for the state with over \$4.9 billion in sales. Over \$1.5 billion sales comes from Grains, Oilseeds, Dry Beans, and Peas. Cattle and calf sales are estimated at \$1.3 billion.¹⁰

The largest agricultural region in Missouri is located in the Bootheel portion of the state (Southeast region) and encompasses the counties of Bollinger, Butler, Dunklin, New Madrid, Pemiscot, Ripley, Scott, Stoddard, Cape Girardeau, Iron, Ste. Genevieve, St. François, Perry, and Madison.

According to the Missouri Economic Report, 88,000 Missourians are employed in some form of farm work.

⁸ Submitted by UMOs (email dated 5/7/08)

⁹ AgEBB, University of Missouri

¹⁰ Missouri Targeted Industry Clusters, May 2007, MERIC

The Bootheel region estimates 10,000-12,000 workers are present during peak season. This figure in and of itself indicates employment opportunities that are present in the Bootheel.

Areas of the state that report shortages usually file H-2A applications. Coordination of the H-2A unit and the State Monitor Advocate typically results in U.S. worker job placement, especially in the Bootheel region of the state.

3. Using the information in B.1. and B.2. above, assess the State's ability to meet the labor needs of agricultural employers in the PY 2007.

When an employer registers his/her business on the state labor exchange system (MissouriCareerSource.com), the local business representative will make a customer service contact.

Depending on local staffing, the Bootheel region agricultural employers will be encouraged to place job orders with the MCC offices. Agricultural employers will be contacted as part of the MSFW Outreach Program to explain employment services available to them.

The MCC staff will actively participate in agricultural meetings and assist employers with recruiting U.S. workers.

C. Projected level of agricultural activity expected in the State in the coming year.

1. Identify any changes from last year's crop activities as described in item II.A.

Missouri has always been a leader in agribusiness, with the second most number of farms of any state in the U.S. Our state's farmers rank among the nation's top producers of hay, rice, soybeans, cattle, hogs, turkeys, and ice cream. Despite the trend toward corporate farming, Missouri remains a largely family-farm state.¹¹

The only change forecast in crops is the increase of corn crops due to ethanol production.

Analysis of current biofuel plants and those due to come on-line by 2008 **show the potential for great gains to Missouri's economy. Over a ten year period the 11 ethanol and 10 biodiesel plants create more than 6,600 new jobs, nearly \$500 million in a new personal income, and more than half a billion in new economic activity annually.**

¹¹ "Farming Fuel", Ethanol and Biodiesel Impacts in Missouri, MERIC

Every dollar Missouri invests in the biofuel industry returns more than \$17 in personal income.

This large impact is aided by the fact that most plant investors are Missourians and therefore spend much of their new income in state. Corn and soybean farmers also gain additional profits from a higher demand for their products.¹²

D. Projected number of MSFWs in the State in the coming year.

1. Identify any changes in the numbers of MSFWs involved in each crop activity as described in item II.A.

There are no changes in the forecasted number of MSFWs involved in each crop activity as described in item II.A.

III. Outreach Activities

A. Assessment of Available Resources.

The assessment of the resources available for outreach shall include:

1. The number of SWA staff positions assigned to outreach activities. The assessment must indicate the full-time equivalent positions for each local office to which staff must be assigned, and the number of staff assigned to the State Office for this purpose. The significant MSFW local offices listed in Table 4 should assign full-time staff for outreach duties during the peak seasons, as indicated in 20 CFR Part 653.107(h)(3)(i).

The Missouri Division of Workforce Development's (DWD) Agricultural and MSFW program has 1.45 FTE's (including the State Monitor Advocate). The Kennett MCC has a .45 position dedicated to the MSFW program with an additional ½ time position available to solicit agricultural job orders in the Southeast region of Missouri. The State Monitor Advocate is full time.

2. Where the number of SWA staff positions assigned to outreach activities is less than in the prior year, provide an explanation for the reduction and the expected effect of the reduction on direct outreach activities, as indicated in 20 CFR Part 653.107(h)(3)(i).

Even with minimal staffing levels, the DWD staff continues to be creative in their outreach approach by combining outreach activities designed to

¹² "Farming Fuel", Ethanol and Biodiesel Impacts in Missouri, MERIC

reach both farmworker and agricultural employer. Their dedication to serving the agricultural community has resulted in innovative programs such as the “pesticide program”. The pesticide program ensures the agricultural employer meets the federal mandate for training his staff in pesticide safety and allows DWD staff to perform outreach to the workers after each training session. Enhancing the relationship with the Section 167 grantee, UMOS will also assist in this effort.

3. Identify resources to be made available through existing cooperative agreements with public and private community service agencies and MSFW groups. States are encouraged to initiate cooperative agreements with WIA Section 167 grantees to share and/or combine outreach positions. In addition, States are encouraged to form strategic partnerships of multiple regional stakeholders, including education partners, research and development institutions and non-traditional partners, etc., to maximize resources and support and respond to the evolving dynamics and demands of the economy.

The DWD staff in the Bootheel region is an active partner in the newly formed Alliance for Farmworker Concerns. This group meets every two weeks. At the local level, the DWD intends to implement Memorandums of Understanding (MOU’s) with other migrant service providers such as the Migrant Whole Health Outreach (MWHOW), the UMOS, Southeast Missouri Health Network Organization (SEMO), Migrant Education and the local churches. The Kennett and Caruthersville MCCs work to maintain these linkages on an on-going basis.

DWD has one Memorandum of Understanding (MOU) with the UMOS, Missouri’s 167 grantee.

The DWD Kennett Office Manager is working very hard to ensure that as many MSFWs can be served with limited staffing levels. The local office manager plays an active role in the Southeast Region WIRED grant to ensure the agricultural employer has a voice.

The Migrant Farmworkers Project (MFP): Works to improve the quality of life for migrant farmworkers and their children. The MFP provides emergency assistance, health and dental care; and legal and educational services to 500 migrant and seasonal farmworkers who harvest apples in Lafayette County, Missouri. MFP runs programs for young mothers and encourages success in school and involvement in positive activities for the children and youth. MFP also provides advocacy on behalf of migrants to local and state agencies, and coordinates a variety of agencies in order to provide services to migrants.

Since its beginning in 1984, MFP has provided advocacy for migrants in Missouri which has resulted in a dramatic increase of services to include

health and dental care, early childhood programs, English as a Second Language classes; and emergency assistance. MFP case management services recently helped a young mother suffering from kidney failure to receive dialysis and, eventually, a kidney transplant. MFP interventions have made a crucial difference for migrant youth; several of our youth group participants are college-bound. The MFP project also provides emergency assistance, legal services, translation, transportation, and outreach.

The Migrant Whole Health Outreach (MWHO): Provides a variety of services including assistance with housing renovations.

4. Identify other agency staff not assigned to perform outreach that may be able to conduct outreach on an “intermittent” basis as time/resources permit.

There is one additional staff member in the Kennett local office who assists outreach staff. This part-time staff is key in performing outreach to the agricultural employer while the main outreach staff is conducting pesticide training and providing outreach to farmworkers.

5. Identify existing partner in the One-Stop Career Center/Labor Exchange Offices currently performing outreach services in the same administrative area and the efforts currently being taken to avoid duplicating activities. Examples of what offices can do are: sharing outreach logs, coordinating contacts with employers and organizations, exchanging forms, pamphlets, fliers, etc., that are normally handed out to customers.

DWD, MWHO, UMOS, SEMO Health Network, Migrant Farmworker Project and Migrant Education are most of the MSFW partners located in the Bootheel region of Missouri. All partners share and coordinate printed material. The DWD coordinates outreach with other partners when possible.

6. Identify the number of agricultural/non-agricultural employers in the area who use agency services. How many of these employers have been contacted and/or “targeted” for contact through outreach. Identify the resources available to perform outreach to those remaining agricultural and non-agricultural employers in the community.

In the Bootheel region, specifically the counties of Dunklin, New Madrid, Mississippi, and Pemiscott, there are a total of 1,184 employers in our system. This number includes government, temporary agencies, doctors’ offices, and others. Of those employers, 94 are agricultural (8%).

Some of the major non-agricultural employers are: El Dorado Chemical,

Jewell Aviation, M&J Flying Service, Tyson Poultry, and the Missouri Department of Corrections.

The Bootheel region is a huge agricultural area. The major agricultural employers are: Agvise, Adams Fertilizer, American Cottonseed Network, Arbyrd Co-op Compress, B&B Cotton Company, Bader Farm Orchard, Baker Farms, Bradshaw Farms, Cardwell Co-op, Dalton Cotton, Delta Bee Company, Farmers Union Gin and Gargus; and Byrd Cotton Company to name a few.

After conducting employer outreach in September 2007, a repeated need for pesticide training for the farmworkers was requested by every employer. Therefore, the DWD responded to this need and currently has two staff that are licensed to provide pesticide training to workers during employer and farmworker outreach. This service provides the DWD with a unique opportunity to perform outreach to both the farmworker and the employer in one visit.

The UMOS is contacted about three times per year by crew leaders needing 30 to 40 people for gin work and/or watermelon harvesting. They serve 6 to 10 agricultural employers. Most agricultural recruiting is conducted in Texas and done before the Missouri's growing season begins.¹³

B. Numerical Goals.

1. The number of MSFWs to be contacted by Labor Exchange staff during PY 2007, list by local office where outreach staff is assigned, as well as the State Office as indicated in 20 CFR Part 653.107(c)(3).

The anticipated results of these outreach efforts are provided in Item A above. These goals shall include:

The DWD will pursue a goal of 400 plus contacts in the upcoming year for the following local offices:

<u>Local Office</u>	<u>No. of Contacts</u>
Sikeston / Kennett	200+

2. The number of staff days (one staff day equals one 8-hour day) to be utilized for outreach, list by local office where outreach staff is assigned, as well as the State Office.

¹³ Submitted by UMOS (email dated 5/7/08)

Local Office

Days utilized for Outreach

Sikeston / Kennett

30 days

The number of days outreach can be performed may vary.

3. The number of MSFWs to be contacted by other agencies under cooperative arrangements.

In conjunction with UMOS, Migrant Farmworkers Project, Southeast Missouri Health Network (SEMO), and the MWHO, an estimated 2,000 contacts will be made to MSFWs during the course of the program year.

4. The number of agricultural employers to be contacted by outreach staff for the purpose of obtaining job orders, conducting job development, providing assistance with the State's electronic system, etc

The DWD will specifically target 25 employers in the Bootheel region for contact. The remainder of the MCC's will contact employers after registration is received on the Missouri Career Source website.

C. Proposed Outreach Activities.

1. Identify strategies to better serve farmworkers and employers and thereby improve the agency's ability to match qualified workers with employers, extend the farmworkers employment status, provide better wages, etc.

The Kennett MCC utilizes a .45 position during the peak season to conduct outreach to agricultural employers and farmworkers. Identification of skill sets needed, training needs, seasonal demands, and other labor concerns will be obtained during outreach. Marketable skills should improve wages for the farmworker and/or increase their chances of working in a non-agricultural occupation.

Job seekers interested in farm work can be identified with an O*Net code on their electronic registration. When employers submit a job order an O*Net code will also be assigned, therefore, ensuring that qualified referrals are obtained for the employer. Once the season ends, the farmworkers can take advantage of WIA services and possibly enable them to receive training to upgrade their skills and chances for placement.

The UMOS organization performs outreach on a daily basis. UMOS staff work evening and weekends routinely.

The UMOS is also contacted weekly regarding non-agricultural jobs by

employers or staffing agencies and have built an employer list in excess of over 200 entries. All employers are contacted routinely.¹⁴

DWD attempts to coordinate these activities with the UMOS, which also provides job search, job clubs, training, GED, ESL, vocational education, job search skill building, on-the-job training, and job placement.

2. Identify workforce challenges and provide possible solutions in ensuring that the labor needs of agricultural employers are met.

Other than funding concerns, the second largest challenge in meeting the labor needs of employers is the ability to provide continuous service with a single point of contact. Two agencies (the MCC's and UMOS) provide similar services for employers.

The DWD will work with UMOS to eliminate the duplication of services when possible. The UMOS is physically located one day per week in the Monett Career Center.

3. Provide methodologies that help meet the seasonal labor needs of employers and increase the farmworker's awareness of these opportunities (make better use of Labor Market Information, contact employers at the end and at the beginning of each crop cycle and update their labor needs, etc.)

In an effort to adequately meet their needs, outreach to employers and farmworkers is conducted before, during, and after harvest so their labor needs can be regularly updated.

A list of agricultural employers is maintained locally for the planting, maintenance, and harvest periods. From this list, a systematic approach can be made to adequately contact employers and farmworkers alike.

The MCC brochure is distributed by all local migrant service providers.

4. Identify how the State can provide MSFWs with longer periods of employment by combining seasonal agricultural jobs with seasonal non-agricultural jobs.

The Kennett MCC has established contact with a variety of non-agricultural employers in their area. The MCC assesses the employer needs and then provides them with a trained workforce on a temporary basis.

Also, DWD must ensure that English as a Second Language (ESL) is promoted to those who are not able to communicate effectively in English. Finally, a high school education is in huge demand in the factories. Many MSFWs want to work manufacturing, but do not possess the education or English skills necessary to be hired.

The WIRED initiative in this region, along with other resources, will serve as an asset to helping the MSFW exploring other occupations both within and outside the agricultural industry.

5. Work with agricultural employers to identify and document skill sets needed in the industry and coordinate with other workforce system partners to develop and provide corresponding training to farmworkers.

Through the WIRED initiative in the Southeast Region, employer needs are being analyzed, and training needs are being identified. Funding from this initiative will go towards supporting regional initiatives to provide current and future workers the skills to compete in the job market.

DWD has two staff located at the Kennett MCC certified in pesticide training. This training gives us a unique opportunity to meet employer and job seeker needs in one location.

As stated in #4 (above), due to the increasing demand for workers to speak English, the DWD refers as many participants as possible in the local ESL class provided by MWHO.

6. Identify how the State will coordinate MSFW outreach activity with the local WIA's business services plan to eliminate duplication and obtain better job orders, developing more jobs, assisting with the State's electronic system(s), etc.

The Southeast region of the state is in the process of revising their local plan to include MSFW/agricultural employer outreach. The revised outreach plan should effectively reduce duplication of outreach efforts.

Due to Missouri's new electronic database system (Toolbox 2.0), the task of serving the agricultural employer and worker is about to become much easier. The new toolbox is truly a seamless delivery system where multiple partners can access regional information to assist employers and workers. DWD and their partners can provide a multitude of services, including, but not limited to assisting workers in finding jobs, enroll in training, refer to supportive services, as well as many other services in this new integrated electronic system. One of the most exciting features of the new system is the ability to case manage all clients.

IV. Services Provided to MSFWs through the One-Stop Delivery System.

A. Planning Data for the Upcoming Year.

If a State's estimated planning data for the current year indicate difficulty in meeting equity indicators, minimum services levels, or planned levels of activity, ETA will request that the State submit a narrative regarding the difficulty. The following items must be included in a narrative:

1. A description of the problems;

WIA 167 Grantee Integration Concerns: Coordination of MSFW services and other activities are on-going with the UMOS, the Section 167 grantee.

2. Specific steps planned to meet minimum service levels; and

3. Specific steps planned to meet equity level of services.

All MSFW equity indicators of compliance are expected to be met by:

- Adequately identifying the MSFW at the point of registration;
- Explaining services available;
- Assessing the immediate needs of the farmworker;
- Referral to other service providers as needed;
- Systematic follow-up with each individual to ensure their needs are met; and
- Staff training and report monitoring.

B. Significant MSFW Local Office Affirmative Action Plans.

Missouri is not a significant MSFW state and is therefore not required to submit this plan.

V. Services Provided to Agricultural Employers through the One-Stop Delivery System.

A. Data Analysis.

1. (Based on PY 2007 data):

- Number of agricultural job order received (estimate): 726 / 3897 Job openings
- Number of agricultural job orders filled: Accurate Data not available
- Percent filled rate goal: N/A
- Number of interstate clearance orders received: 25
- Number of interstate clearance order initiated: 0

1. Plan for upcoming year (based on estimated data):

Number of agricultural job orders expected to be received: Same as prior year.

Number of agricultural job orders projected to be filled: Data currently not captured.

Percent to be filled: Data currently not captured.

Estimated number of interstate clearance orders the State will receive: 35.

Estimated number of interstate clearance orders the State will initiate: 0.